

For further information, contact the Office of Communications, Education and Public Affairs, Environmental Protection Agency, 401 M Street SW., Washington, DC 20460 (phone, 202-260-7963); or write to the Public Information Office of the nearest regional office.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

1801 L Street NW., Washington, DC 20507
Phones: 202-663-4900; 202-663-4494 (TDD)

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The Equal Employment Opportunity Commission eliminates discrimination based on race, color, religion, sex, national origin, disability, or age in hiring, promoting, firing, setting wages, testing, training, apprenticeship, and all other terms and conditions of employment. The Commission conducts investigations of alleged discrimination; makes determinations based on gathered evidence; attempts conciliation when discrimination has taken place; files lawsuits; and conducts voluntary assistance programs for employers, unions, and community organizations. The Commission also has oversight responsibility for all compliance and enforcement activities relating to equal employment opportunity among Federal employees and applicants, including discrimination against individuals with disabilities.

The Equal Employment Opportunity Commission (EEOC) was created by Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4), and became

operational July 2, 1965. Title VII was amended by the Equal Employment Opportunity Act of 1972, the Pregnancy Discrimination Act of 1978, and the Civil Rights Act of 1991.

Executive Order 12067 of June 30, 1978, abolished the Equal Employment Opportunity Coordinating Council and transferred its duties to the Commission with responsibility for providing coherence and direction to the Government's equal employment opportunity efforts.

Reorganization Plan No. 1 of 1978 (5 U.S.C. app.) effective January 1, 1979, transferred Federal equal employment functions from the Civil Service Commission to the EEOC. Authorities for transferred functions include:

- section 717 of Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e–16), which prohibits discrimination in employment in the Federal Government on the basis of race, color, religion, sex, or national origin;

- Executive Order 11478 of August 8, 1969, which sets forth the U.S. policy of providing for equal employment opportunity in the Federal Government through affirmative action programs in Federal departments and agencies;

- the Equal Pay Act of 1963 (29 U.S.C. 206) in the Federal sector;

- section 15 of the Age Discrimination in Employment Act of 1967, as amended (29 U.S.C. 621) in the Federal sector; and

- section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791), which pertains to employment discrimination against individuals with disabilities in the Federal Government.

On July 1, 1979, responsibility for enforcement—in private industry as well as in State and local governments—of the Equal Pay Act of 1963 and the Age Discrimination in Employment Act of 1967 was transferred from the Department of Labor to the Commission. The former act prohibits sex-based pay differences where substantially equal work performed in the same establishment under similar working conditions requires equal skill, effort, and responsibility; and the latter prohibits employment discrimination

against workers or applicants 40 years of age or older. In addition to employers, the age discrimination act covers activities of employment agencies, and both acts cover activities of labor organizations.

The Americans with Disabilities Act of 1990 (ADA) (42 U.S.C. 12101 *et seq.*) was approved on July 26, 1990. Title I of the act has been enforced by EEOC since July 26, 1992, for employers with 25 or more employees; and will become effective on July 26, 1994, for employers with 15 or more employees. Title I governs private employers, State and local governments, employment agencies, labor organizations, and joint labor-management committees. The act prohibits employment discrimination against qualified individuals with disabilities and requires that employers make reasonable accommodations for such qualified individuals if it would not create undue hardship.

The Civil Rights Act of 1991 reversed parts of several U.S. Supreme Court rulings and provided for compensatory and punitive damages for intentional discrimination under Title VII of that act and the ADA.

The Commission operates through 50 field offices, each of which processes charges.

Activities

Enforcement The Commission's field offices receive charges of job discrimination under Title VII, the ADA, the Equal Pay Act of 1963, and the Age Discrimination in Employment Act of 1967. Field offices may initiate investigations to find violations of the acts. Members of the Commission also may initiate charges alleging that a violation of Title VII or the ADA has occurred. Section 501 of the Rehabilitation Act of 1973 covers Federal employees and applicants only. **Charges Under Title VII** Title VII prohibits employment discrimination based on race, color, religion, sex, or national origin by private employers, State and local governments, and educational institutions with 15 or more employees, or by the Federal

Government, private and public employment agencies, labor organizations, and joint labor-management committees for apprenticeship and training.

Charges of Title VII violations outside of the Federal sector must be filed with the Commission within 180 days of the alleged violation (or up to 300 days in a State or locality in which a fair employment practices agency is located), and the Commission is responsible for notifying persons so charged within 10 days of the receipt of a new charge. Before investigation, charges must be deferred for 60 days to a State or local fair employment practices agency in States and municipalities where there is a fair employment practices law covering the alleged discrimination. The deferral period is 120 days if the agency has been operating less than 1 year. Under worksharing agreements executed between the Commission and State and local fair employment practices agencies, the Commission routinely will assume jurisdiction over certain charges of discrimination and proceed with its investigation rather than wait for the expiration of the deferral period.

If there is reasonable cause to believe the charge is true, the district, area, or local office attempts to remedy the alleged unlawful practices through informal methods of conciliation, conference, and persuasion. If an acceptable conciliation agreement is not secured, the case is submitted to the Commission for possible litigation. If litigation is approved, the Commission will bring suit in an appropriate Federal district court.

Under Title VII, the Attorney General brings suit when a State or local government, or political subdivision is involved. If the Commission or the Attorney General does not approve litigation or if a finding of no reasonable cause is made, at the conclusion of the administrative procedures (or earlier at the request of the charging party) a Notice of Right-to-Sue is issued that allows the charging party to proceed within 90 days in a Federal district court. In appropriate cases, the Commission may intervene in such civil action if the

case is of general public interest. The investigation and conciliation of charges having an industrywide or national impact are coordinated or conducted by Systemic Investigations and Individual Compliance Programs, Office of Program Operations.

Under the provisions of Title VII, section 706(f)(2), as amended by section 4 of the Equal Employment Opportunity Act of 1972 (42 U.S.C. 2000e-5), if it is concluded after a preliminary investigation that prompt judicial action is necessary to carry out the purposes of the act, the Commission or the Attorney General, in a case involving a State or local government, governmental agency or political subdivision, may bring an action for appropriate temporary or preliminary relief pending final disposition of a charge.

Americans with Disabilities Act Charges
The Americans with Disabilities Act of 1990 specifically incorporates the powers, remedies, and procedures contained in Title VII of the Civil Rights Act of 1964. Employment discrimination charges based on disability may be filed at any of the Commission's field offices. The Commission will investigate and attempt to conciliate the charges using the same procedures it uses to investigate and conciliate charges filed under Title VII. The litigation procedures under this title apply to charges filed under the act.

Age Discrimination in Employment or Equal Pay Act Charges and Complaints
The age discrimination in employment and equal pay acts cover most employees and job applicants in private industry and Federal, State, and local governments.

An age discrimination charge must be filed with the Commission within 180 days of the alleged violation or, in a case where the alleged discriminatory action took place in a State which has its own age discrimination law and authority administering that law, within 300 days of the alleged violation or 30 days after the receipt of a notice of termination of State proceedings, whichever is earlier. A lawsuit must be filed within 2 years of the discriminatory act or 3 years in cases of a willful

violation of the law. Under the Civil Rights Act of 1991, a lawsuit must be filed within 90 days of the plaintiff's receipt of notice of final action. The Commission will attempt to eliminate the unlawful practice through informal methods of conciliation, conference, and persuasion. A lawsuit may be brought by the Commission if conciliation fails, or individuals may file suit on their own behalf 90 days after filing a charge with the Commission and the appropriate State agency. Should the Commission take legal action, an individual covered by such action may not file a private suit. If an individual files a complaint of age discrimination, his or her name will be kept confidential, but the individual filing the complaint may not bring a private suit unless he or she elects to file a charge first in accordance with the above requirements.

A lawsuit under the Equal Pay Act of 1963 may be filed by the Commission or by the complainant. There are no prerequisites to individual actions under this law. Wages may be recovered for a period of up to 2 years prior to the filing of a suit, except in the case of willful violation, where 3 years' backpay may be recovered. The name of the individual filing the complaint may be kept confidential at the administrative level.

Complaints Against the Federal Government On April 10, 1992, the Commission published new Federal sector processing regulations codified at 29 CFR 1614, effective October 1, 1992. Federal employees or job applicants who want to file complaints of job discrimination based on race, color, national origin, sex, religion, age, or physical or mental disability must first consult an equal employment opportunity counselor within their agency within 45 calendar days of the alleged discriminatory event or the effective date of the alleged discriminatory personnel action. If the complaint cannot be resolved informally, the person may file a formal complaint within 15 calendar days after the date of receipt of the notice of the right to file a complaint.

An accepted complaint is investigated by the agency and there is a right to a hearing before an EEOC administrative judge before the agency issues its final decision. An individual who wishes to file a complaint under the Equal Pay Act of 1963 must now follow these procedures. An individual may also elect to file suit under the Equal Pay Act of 1963 without prior resort to the agency or to the Commission.

A complaint under the Age Discrimination in Employment Act of 1967 against a Federal agency or department must be filed with the head of the agency, director of equal employment opportunity, head of a field installation, or such other officials as the agency may designate. Federal-sector age discrimination complainants may bypass the administrative complaint process and file a civil action directly in a U.S. district court by first notifying the Commission within 180 calendar days of the alleged discriminatory act and thereafter waiting 30 calendar days before filing suit.

Federal employees may file appeals of final agency decisions or decisions of an arbitrator or the Federal Labor Relations Authority with the Commission's Office of Federal Operations at any time up to 30 calendar days after receipt of the agency notice of final decision. A petition for review of a Merit Systems Protection Board decision may be filed within 30 days of the date that the Board decision becomes final. A request for reopening and reconsideration of any decision of the Commission should be made in writing within 30 days of receipt of such decision. Office of Federal Operations decisions are issued in writing to the complainant, complainant's representative, and the agency. The Office monitors and ensures compliance by Federal agencies with Commission orders and appellate decisions, and provides technical assistance and training to other Federal agencies.

Other Activities The Commission actively promotes voluntary compliance with equal employment opportunity statutes through a variety of educational and technical assistance activities. A

distinct activity of the Commission is the Voluntary Assistance Program. This outreach program is designed to provide educational and technical assistance to small and midsize employers and unions—through 1-day seminars on equal employment opportunity laws—about their rights and obligations under all the statutes that the Commission enforces.

Another activity initiated by the Commission is the Expanded Presence Program, which is designed to make the Commission accessible in areas identified as underserved by Commission offices.

In addition to conducting on-site consultations, EEOC co-hosts an annual Federal Dispute Resolution Conference which provides a forum for Federal agencies to meet and exchange ideas on resolving disputes.

Through its Educational Technical Assistance and Training Revolving Fund, the Commission is also able to provide its constituency with advanced and specialized technical assistance offerings. Fees charged for Revolving Fund products are not to exceed the cost of producing the materials or services provided, are to bear a direct relationship to the cost of providing such outreach, and are to be imposed on a uniform basis.

The Commission participates in the development of the employment

discrimination law through the issuance of guidelines, publication of significant Commission decisions, and involvement in litigation brought under Title VII, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990.

The Commission has direct liaison with Federal, State, and local governments; employers and union organizations; trade associations; civil rights organizations; and other agencies and organizations concerned with employment of minority group members and women.

The Commission is also a major publisher of data on the employment status of minorities and women. Through six employment surveys (EEO-1 through EEO-6) covering private employers, apprenticeship programs, labor unions, State and local governments, elementary and secondary schools, and colleges and universities, the Commission tabulates and stores data on the ethnic, racial, and sex composition of employees at all job levels within the reported groups.

Research information thus collected is shared with selected Federal agencies, such as the Department of Health and Human Services, the Department of Labor, and others. It is also made available, in appropriate form, for public use.

Field Offices—Equal Employment Opportunity Commission

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address	Director	Telephone
Albuquerque, NM (DO) ...	Suite 900, 505 Marquette NW., 87102	Andres Lopez, <i>Acting</i>	505-766-2061
Atlanta, GA (DO)	Suite 1100, 75 Piedmont Ave. NE., 30335	Bernice Kimbrough, <i>Acting</i> .	404-331-6093
Baltimore, MD (DO)	3d Fl., City Crescent Bldg., 10 S. Howard St., 21201.	Issie L. Jenkins	301-962-3932
Birmingham, AL (DO)	Suite 101, 1900 3d Ave. N., 35203	Warren Bullock	205-731-0082
Boston, MA (AO)	Rm. 100, 10th Fl., 1 Congress St., 02114	Charles L. Looney	617-565-3200
Buffalo, NY (LO)	Suite 350, 6 Fountain Plz., 14203	(Vacancy)	716-846-4441
Charlotte, NC (DO)	5500 Central Ave., 28212	Marsha Drane	704-567-7100
Chicago, IL (DO)	Suite 2800, 500 W. Madison St., 60661	Cynthia G. Pierre, <i>Acting</i> .	312-353-2713
Cincinnati, OH (AO)	Suite 810, 525 Vine St., 45202	Earl Haley	513-684-2851
Cleveland, OH (DO)	Suite 850, 1660 W. 2d St., 44113-1454	Harold Ferguson	216-522-2001
Dallas, TX (DO)	3d Fl., 207 S. Houston St., 75202-4726	Jacqueline Bradley	214-655-3355
Denver, CO (DO)	2d Fl., 1845 Sherman St., 80203	Francisco J. Flores	303-866-1300
Detroit, MI (DO)	Rm. 1540, 477 Michigan Ave., 48226	Andrew Sheppard, <i>Acting</i>	313-226-7636
El Paso, TX (AO)	Suite 100, Bldg. C, The Commons, 79902	Eliazar Salinas	915-534-6550
Fresno, CA (LO)	Suite 103, 1265 W. Shaw Ave., 93711	David Rodriguez	209-487-5793
Greensboro, NC (LO)	801 Summit Ave., 27405-7813	Daisy Crenshaw	919-333-5174
Greenville, SC (LO)	Suite 530, 15 S. Main St., 29601	Sherald L. Carter	803-241-4400
Honolulu, HI (LO)	Suite 404, 677 Ala Moana Blvd., 96813	Linda K. Kreis	808-541-3120
Houston, TX (DO)	7th Fl., 1919 Smith St., 77002	Harriet J. Ehrlich	713-653-3377
Indianapolis, IN (DO)	Suite 1900, 101 W. Ohio St., 46204-4203	Thomas P. Hadfield	317-226-7212
Jackson, MS (AO)	207 W. Amite St., 39269	Henrene P. Matthews	601-965-4537

Field Offices—Equal Employment Opportunity Commission—Continued
(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address	Director	Telephone
Kansas City, MO (AO)	10th Fl., 911 Walnut, 64106	Joseph P. Doherty	816-426-5773
Little Rock, AR (AO)	Suite 621, 320 W. Capitol Ave., 72201	W.P. Brown	501-324-5060
Los Angeles, CA (DO)	4th Fl., 255 E. Temple, 90012	Dorothy Porter	213-894-1000
Louisville, KY (AO)	Suite 268, 600 Martin Luther King, Jr., Pl., 40202	Marcia Hall-Craig, <i>Acting</i> ..	502-582-6082
Memphis, TN (DO)	Suite 621, 1407 Union Ave., 38104	Walter Grabon	901-722-2617
Miami, FL (DO)	6th Fl., 1 NE. 1st St., 33132	Federico Costales	305-536-4491
Milwaukee, WI (DO)	Suite 800, 310 W. Wisconsin Ave., 53203	Chester Bailey	414-297-1111
Minneapolis, MN (AO)	Suite 430, 330 S. 2d Ave., 55401-2224	Michael Bloyer	612-335-4040
Nashville, TN (AO)	Suite 202, 50 Vantage Way, 37228	John A. Pahmeyer	615-736-5820
Newark, NJ (AO)	1 Newark Ctr., 21st St., 07102-5233	Corrado Gigante	201-645-6383
New Orleans, LA (DO) ...	Suite 600, 701 Loyola Ave., 70113	Patricia F. Bivins	504-589-2329
New York, NY (DO)	7 World Trade Ctr., 18th St., 10048-0948	Spencer H. Lewis, Jr.	212-748-8500
Norfolk, VA (AO)	1st Fl., SMA Bldg., 252 Monticello Ave., 23510	Kathryne Stokes	804-441-3470
Oakland, CA (LO)	Suite 1170-N, 1301 Clay St., 94612-5217	Joyce Hendy	510-637-3230
Oklahoma City, OK (AO)	531 Couch Dr., 94612	Alma Anderson	405-231-4911
Philadelphia, PA (DO)	10th Fl., 1421 Cherry St., 19102	Johnny J. Butler	215-656-7020
Phoenix, AZ (DO)	Suite 300, 4520 N. Central Ave., 85012	Charles D. Burtner	602-640-5000
Pittsburgh, PA (AO)	Rm. 2038-A, 1000 Liberty Ave., 15222	Eugene V. Nelson	412-644-3444
Raleigh, NC (AO)	1309 Annapolis Dr., 27601	Richard E. Walz	919-856-4064
Richmond, VA (AO)	2d Fl., 3600 W. Broad St., 23230	Gloria Underwood	804-771-2692
San Antonio, TX (DO)	Suite 200, 5410 Fredericksburg Rd., 78229	Pedro Esquivel	512-229-4810
San Diego, CA (LO)	Suite 1550, 401 B St., 92101	Patrick Matarazzo	619-557-7235
San Francisco, CA (DO)	Suite 500, 901 Market St., 94103	Chester F. Relyea	415-744-6500
San Jose, CA (LO)	96 N. 3d St., 95113	Timothy Riera	408-291-7352
Savannah, GA (LO)	Suite G, 410 Mall Blvd., 31406	Gloria Barnett-Mentor	912-652-4234
Seattle, WA (DO)	Suite 400, Federal Office Bldg., 909 1st Ave., 98104-1061.	Jeanette M. Leino	206-220-6883
St. Louis, MO (DO)	5th Fl., 625 N. Euclid St., 63108	Lynn Bruner	314-425-6585
Tampa, FL (AO)	10th Fl., 501 E. Polk St., 33602	James D. Packwood, Jr. ..	813-228-2310
Washington, DC (FO)	2d Fl., 1400 L St. NW., 20005	Tullio Diaz, <i>Acting</i>	202-275-7377

Sources of Information

Employment The Commission selects its employees from various examinations and registers, including mid- and senior-level registers; secretarial, typing, and stenographic registers; and the Equal Opportunity Specialist register.

Employment inquiries or applications for positions in the headquarters office should be directed to the Personnel Office, Equal Employment Opportunity Commission, 1801 L Street NW., Washington, DC 20507 (phone, 202-663-4306), or contact the appropriate district office for district office positions.

General Inquiries A nationwide toll-free telephone number links callers with the appropriate field office where

charges may be filed. Phone, 800-669-4000; or 800-669-6820 (TDD).

Information About Survey Forms (EEO-1, 2, 3, 4, 5, and 6). Phone, 202-663-4958.

Media Inquiries Office of Communications and Legislative Affairs, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4900.

Publications Nationwide toll-free telephone number, 800-669-3362.

Reading Room EEOC Library, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4630.

Speakers Office of Communications and Legislative Affairs, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4900.

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